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# PAWPRINT

Retention and  
tenure  
- the realities

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From the editor's desk

# On retention and tenure

"The original and legitimate reasons for tenure no longer exist. Tenure has become a haven for the incompetent.... It should be altered to include a system of merit... which provides real incentives for quality teaching. This should not be precipitous; a judicious, sensible phase-out would be a real service to all concerned — the student, the public, and the teaching profession." — Governor Ronald Reagan

Tenure: What is it?

Tenure frees a faculty member from yearly review. It guarantees retention regardless of performance. It is, in effect, a "job security" plan for professors.

During each of the first four years a faculty member teaches, he is subjected to constant review: Tenured faculty visit his classroom, then report to a divisional committee on retention and tenure; that committee submits its recommendations to a college-wide committee; it, in turn, submits recommendations to the vice president; he reports to the president who makes the ultimate decision — to retain or release; to grant or deny tenure.

Any time during that four-year probationary period, a faculty member can be released. However, if he is retained at the end of the fourth year, then tenure is conferred.

A new development is the question of post-tenure review — some means of evaluating professors after they have been granted tenure. The State College Board of Trustees will consider such at its January 26-27 meeting.

Also to be considered at the January meeting are Chancellor Dumke's revisions: (1) Extension of a professor's probationary period from four to seven years, (2) granting of tenure to full and associate professors only, and (3) silencing of the voice non-tenured faculty now have in tenure decisions.

"We must shore up our own system or the shoring will be done in Sacramento," the Chancellor says, defending his tenure overhaul.

Governor Reagan would, no doubt, agree.

## Sorry, Dr. Plaut

In its usual frenzy to meet weekly deadlines, the Pawprint misspelled Dr. Samuel Plaut's name.

Dr. Plaut, director of the Student Health Center, spells his name P-L-A-U-T, not P-L-A-U-G-H-T as we indicated. For this mistake, we apologize.

Hopefully, Pawprint staffers will not soon be in need of on-campus medical aid.

*Don Lannon*

EDITOR-IN-CHIEF



Volume 6, Number 10

January 21, 1971

## inside...

Tenure: A definition . . . . .	page 2
Sorry, Dr. Plaut . . . . .	page 2
Letters . . . . .	page 3
RP & T: A fact of life . . . . .	page 4
Dumke speaks out . . . . .	page 5
Jungle Rot . . . . .	page 6
Newsfronts . . . . .	page 7
Walk around State . . . . .	page 8

## outside...

JOHN M. PFAU, president of Cal State, San Bernardino.

## people...

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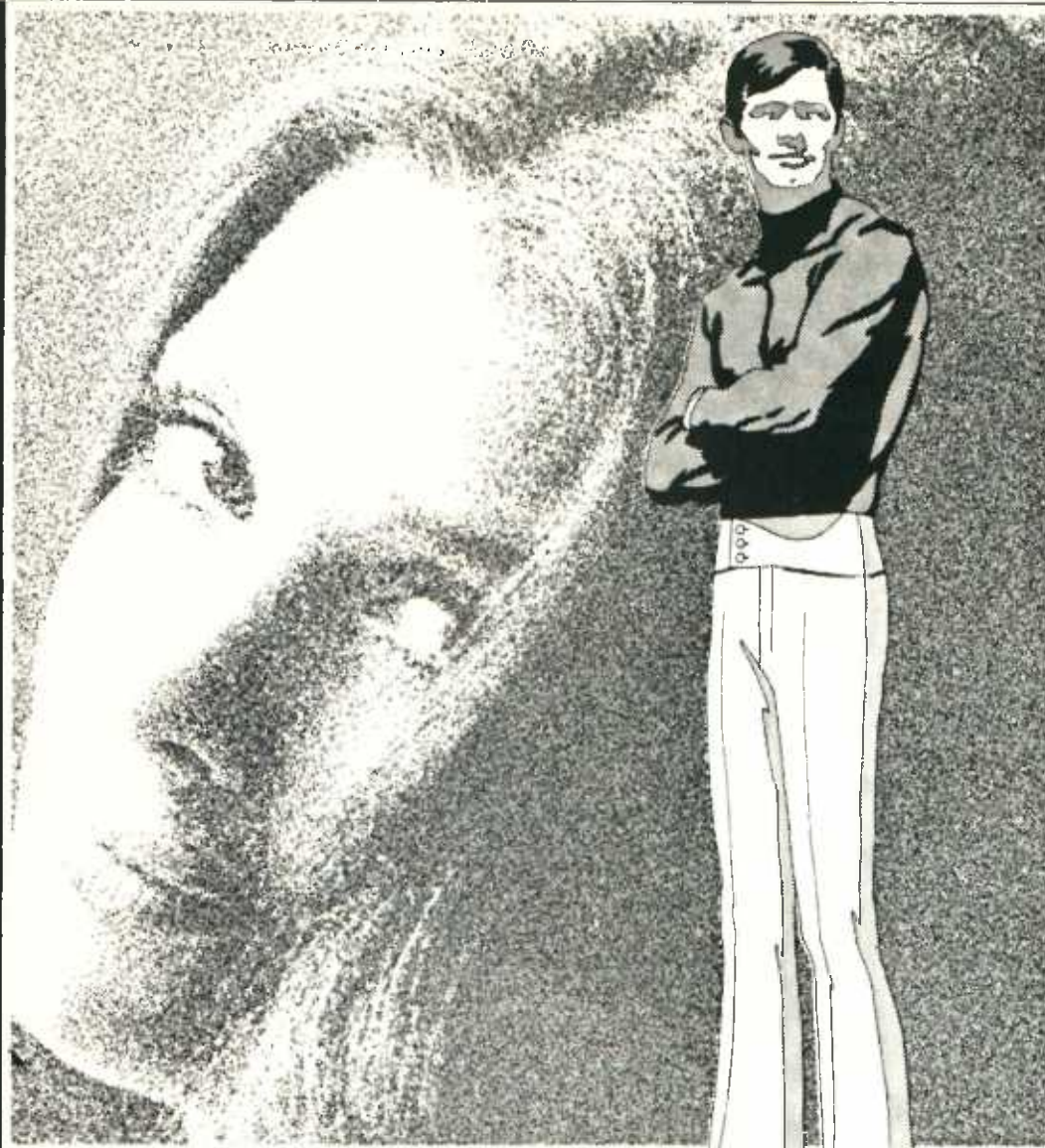
The Pawprint is published once a week by and for the students of Cal State, San Bernardino.

The opinions of the Editor-in-Chief are expressed in unsigned editorials. All signed editorials, guest opinions, cartoons, columns, and letters represent the opinions of the artists or writers and are not necessarily those of the Pawprint.

None of the views expressed necessarily represent those of the Associated Students, CSCSB, or the California State College System.

For further information, write: Pawprint, 5500 State College Parkway, San Bernardino, Calif. 92407; 887-6411, Ext. 233.





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for men**  
INLAND CENTER

## Editor:

I have been informed of a campaign advocating the resignation of Chancellor Dumke... I believe that I am speaking for the Board of Trustees when I say that it is our conviction that the Chancellor has been a strong, effective leader; that he has been an outstanding spokesman for the system, and that he has used his authority wisely. As I gauge current public sentiment, I am convinced that the public is now demanding courageous leadership and accountability from college and university administrations. In Chancellor Dumke we have just such an administrator.

During his tenure as Chancellor, the quality of education in the California State Colleges has improved despite increasing constraints required by economic and other factors in the State of California.

Higher education in California... has just come through a critical period of violence and disruption which caused a large share of the public to lose confidence in the academic community. Our job now — students, faculty, administration, and Trustees — is to... rebuild public confidence.

**E. Guy Warren**  
Chairman,  
Board of Trustees,  
Calif. State Colleges

## Editor:

I wish to call attention to an error in the article. "Birth control is only a matter of perspective..." In the January 14 issue of the Pawprint. In the third paragraph it states: 72,600,000 people will be born this year and only 50,800,000 will die."

The figure for deaths per year is correct, but that for births should read 123,400,000 per year. Thus the net increase in the world's population is 72,600,000 per year, not 21,800,000 as the article suggests.

However, it really makes little difference; most of us cannot grasp figures as large as these, anyway.

**Richard Goodman**

...

Letters to the editor must be 300 words or less. All letters must be signed in ink. The editor reserves the right to refuse or edit all material.



# Retention and tenure - the time of the season

By DON LANNON  
Editor

Retention, promotion, tenure — words that will be spoken and heard with greater frequency as the Winter Quarter progresses.

January, February, March — months that will give rise to increased student dissent and disgust as the names of axed faculty members roll past.

Politics, power, Pfau — rationalizations that will be used by many students to disguise their ignorance.

Questions — that need answers now: Who decides who will go? How is the decision made? Of what importance is the doctorate? ... In essence, what are the procedures and criteria for retention, promotion, and tenure?

The answers are not easy.

## PROCEDURE

According to Dr. John M. Pfau, president of the college, recommendations for retention, promotion, and tenure originate at the divisional level. Each division, e.g., social science, humanities, etc., has a Committee on Retention, Promotion, and Tenure consisting of the division chairman and three other members who hold senior rank and tenure, and are elected to a staggered two-year term by division members. Of the four committee members, no more than two can come from a single discipline. No member of this committee can participate in deliberations over his own evaluation or over the evaluation of those of equal and/or greater rank and tenure.

Evaluation reports from the divisional committees are forwarded to the chairman of the College-Wide Committee on Retention, et al. These reports contain (1) a faculty data sheet listing the activities of the reviewee for the previous and current year, (2) a report containing the divisional committee's recommendation, and (3) reports on classroom visitations.

The college-wide committee then forwards its recommendations and reports to the vice president, who in turn forwards them and his recommendation to the president.

"I make the final decision," President Pfau explained.

He added that all proceedings, conver-

sations, etc., relevant to the official business of the committees are "confidential."

## CRITERIA FOR EVALUATION

A faculty member's evaluation is based upon three criteria: teaching, professional activity, and college service. "It is expected that a faculty member will continue to develop his knowledge and understanding through study, research, and creative activity in order to keep abreast of developments in his own and related fields of learning," the college guidelines on retention, promotion, and tenure state.

To be retained, promoted or granted tenure, a faculty member should be "superior in at least one of the three areas and should... display competency appropriate to the level of his position in all remaining areas."

Considered are the following:

Teaching —

1. Competence in the conduct of classes, i.e., the "ability to maintain high quality course content... ability in developing new courses, to communicate ideas effectively, to lead discussions, to evaluate student achievement, and to devise and utilize effective teaching aids."
2. Advising and other relations with students, i.e., "the ability to work with students individually or in groups, to provide sound academic advising, and to stimulate intellectual curiosity and growth."

Professional activity —

1. Public service.
2. Research or scholarly activity in progress.
3. Participation in professional societies.
4. Research culminating in publication.
5. Creative activity culminating in public display.
6. Contributions to the revision of college curriculum.
7. Demonstrated professional growth.

College service —

1. Participation, i.e., "in the service to and governance of" department, division, and the college.
2. Service on committees.
3. Involvement with student groups.
4. Community service related to the college.



**PRESIDENT JOHN PFAU:** The positive and negative — "I have the final say."

## THE DOCTORATE

President Pfau and the guidelines are explicit: "In those disciplines in which the doctorate is the customary terminal degree," promotion to associate professor and conference of tenure normally require such. However, "in extraordinary cases, promotion to associate professor... and conferring of tenure may be made without the doctorate."

## CLASSROOM VISITATION

Until tenure is conferred, classroom visitation reports are prepared for all faculty members.

Visitations are conducted jointly or separately by two colleagues selected by the divisional committees. Wherever possible, the visitors are tenured faculty, senior in rank to the visatee. At least one is from the visatee's discipline. Two visits are made by each visitor.

Written reports are prepared by each visitor. Reports include observations on presentation, organization, clarity, student interest and participation. Reports also evaluate the content of the course. However, no summary, judgment or recommendation as to retention, promotion or tenure is made.

Reports are presented to the visatee; are read and signed. They then go to the divisional committee.

## STUDENT EVALUATION

The policy of including student evaluations among the information evaluated for retention and tenure recommendation has been established. Implementation of this policy will take place as soon as the detailed procedures of the Faculty Senate Executive Committee are approved.

"If the questions are well thought-out, and a broad sampling of student views included, the faculty won't object (to the form's inclusion)," President Pfau concluded.

# Colleges aren't like Marines

By MIKE STOCKSTILL

(Reprinted from the Lumberjack, Humboldt State)

As the commander-in-chief of the California State Colleges, Chancellor Glenn S. Dumke doesn't liken his job to that of a military man. "I don't think it's possible to run a college or university as you would the Marine Corps," he said.

Dumke began by saying the basic trend he sees in higher education is a fundamental change in academic governance of the campuses.

## ACADEMIC CHANGE

"The very diffused, widely dispersed decision-making process which has been characteristic of higher education is now being altered. Although there will continue to be widespread participation on the part of the constituents of colleges and universities on policy making and policy formulation, the administrator is now going to be held more accountable, directly, for the progress and operation of the institution."

Returning to his remarks about running a college "like the Marines," Dumke said this was not possible because faculty and students "have valuable input to make in terms of policy making."

Still, he said, "I think we've had a tendency in the past several years to define the college president as more of a consensus taker and representative of group view rather than as an administrative leader. I think from now on he is going to be more of an administrative leader."

Outlining financial problems the state colleges face, Dumke said higher education was just one of many state-financed programs that face tight budgeting.

Laying the blame for money shortages to increasing demands on government services, Dumke said these put "too great a burden upon government, a burden which taxpayers are now saying they may not be willing to assume."

## MONEY WOES

Dumke had two answers for the college's money woes: tax reform and tuition. "I think that in the face of this fiscal pressure it is absolutely essential that we have tuition if we are to continue the

type of education we've been offering," he said.

How much tuition? "I can't predict that," he said. "My own position is that the tuition in public institutions should be considerably lower than in private institutions, but I would assume that whatever comes out would be a moderate and reasonable type of charge."

Focusing on the public image of the state colleges, Dumke admitted that the "understanding between the campus and the public is at a very low point — about as low as it has been since the Middle Ages, when it was extremely low."

## TURBULENCE

Continuing, he said "the years of social turbulence we've had have certainly rubbed

colleges, Dumke said that thanks to the system of central administration overseen by the Trustees, (which were established as a governing board eight years ago) the California State colleges are now "the outstanding system of state colleges in the country."

## POSTIVE CHANGES

Citing a number of positive changes in programs, accredited studies, library resources, salaries and other areas, Dumke said "it took the Board of Trustees to enable the colleges to develop into full-ranking, high quality education institutions."

Dumke said he would not favor a student or faculty member as a voting member of the Board of Trustees because "I

don't think any policy-making board should have, as voting members, members of its own constituency which it is set up to govern."

Dumke has asked for legislation to remove the Chancellor as a voting member of the Board of Trustees, and has said he will personally no longer vote on issues before the body, though he will remain as a non-voting member.

Dumke said "certainly the input, advice, counsel, information (of faculty and students) is necessary and welcome. I think we've established that in this system by having a much wider open door for this type of advice and counsel than almost any other institution or system in the country. I can't think of a single college or university or system in the country, where at sessions of the

board of trustees, there is regular representation the academic senates, the student governments, and the presidents of the various institutions."

## VOTING MEMBERS

Dumke said he favored retention of the Governor, Lt. Governor and State Superintendent of Public Instruction as voting members of the Trustees. All are elected state officials.

(The remainder of the interview is given in complete question and answer form. Lumberjack editor Mike Stockstill directed questions centering on politics and the state colleges.)

\*Q. Concerning politics and state colleges,



CHANCELLOR GLENN S. DUMKE (r.) talks with President Pfau (l.) and Dr. Mankau (c.) during his 1988 inspection of CSCSB.

off on the campuses. For a time, the campuses of the country weren't ready for this and responded in a very inadequate way. This has created, in the mind of the public, a very negative feeling about the academic community."

Dumke said the colleges needed to do "something" to correct their image. Citing two years of "good operation, with very few problems," for the state colleges, he blamed the media for concentrating on controversy and the negative aspects of the colleges. If not for this, Dumke contended, "we could soon cure the public attitude."

Turning to the Trustees of the state



I interpret many of your statements and actions over the past months as saying basically: politics and academics don't mix. The way I see it, you've emphasized that the college itself, the institution, mustn't involve itself in political affairs. Do I read you correctly on this?

\*A. "Yes, I think that is very important. I believe that is one of the things that has been the cause of continuing lack of public confidence in higher education because many people have felt that certain faculty members and students have wanted to use the campus as a staging area for political change."

#### OBJECTIVITY

This is not the institution for that. The college is the one institution society has — the only one — that is set up to study society's problems objectively and in a scholarly fashion. And there is only one way to be a scholar, and that is to be non-partisan. The minute you get to be partisan, you can't be a scholar.

The minute a professor signs up on a point of view, he can no longer look at the subject he's discussing with objectivity. If we lose our scholarly approach, then there is no reason for our being. Action agencies are a dime a dozen in society. This (the college) is the only agency society has to be objective, and if we lose that objectivity, we'll be robbing society of the only service it has in this regard.

Obviously, this does not mean that a professor or a student cannot operate as an individual, off-campus, and play a partisan role — that's quite proper — as long as the professor does not let his partisanship influence his scholarly objectivity."

\*Q. "The way I see it though, the students, the faculty, and the administrators are the institution. Without them what is left but the buildings and the grounds. When I, as a student, am at the college, I consider that I am the institution, just as

any professor or administrator is. Must we make the distinction — must we issue a disclaimer everytime we say something, that we speak for ourselves and not for Humboldt State College?"

#### INTEGRITY

\*A. "Absolutely. It's the only way to preserve the integrity of the institution. I think a good example of what I'm taking about is the tendency of certain faculty and student groups to take pages of newspapers on certain issues, such as 'we the faculty and students of X college are against the Vietnam war, as an example. This is unethical. It ties the institution in with a cause that it, as an institution, has not had the opportunity to decide. It is simply not the thing that is done."

I think when a representative of an educational institution is making a statement as a citizen, he should make it very clear that is what he is doing. When he makes a statement as an institutional representative, he should make that very clear."

\*Q. "In a speech recently you said that 'when the State breaches its part of the contract and imposes political or other pressures on the campus, the campus has a right to complain — that is, if it is fulfilling its part of the contract. But if it is not, if the campus has abandoned objectivity in favor of partisanship, if the college or university is no longer behaving as a scholar, then society withdraws the insulation from external pressures which constitutes academic freedom.' My point, and I believe the point many other students and faculty would take is that the State of California has in fact breached its part of the contract, and that the affairs of the state colleges and higher education are as much involved in politics as are highways, health, welfare, etc. We feel that we have a right, if you will, to involve ourselves because the legislature and the governor have

involved us into state politics."

#### POLITICS

\*A. "I don't agree. I don't think the state has involved us in politics. I think one of the problems is that we've involved ourselves in politics and the state has resisted that."

Obviously there are people who interpret that differently. That's at the root of one of the big controversies in higher education today. All I can use as an illustration is that if, for instance, the governor had been performing politically, in terms of the California State Colleges, he would have used his power to cut our support at certain times during our last several years of existence..."

\*Q. "Hasn't he done that?"

\*A. "No, he hasn't done that. There have been no fiscal reprisals. The one fiscal reprisal we've had is when the legislature last year took the step of not giving the university and state college professors their cost of living increases, which I think was a serious mistake. But his was not so much a partisan political move as it was a legislative response to public dissatisfaction and misunderstanding of what was going on on the campuses."

\*Q. "Then you don't think that the governor and the individual legislators have made higher education in California, and the state colleges in particular, a political issue?"

\*A. "I don't think the state government has done this. There are individual legislators and individuals who have come pretty close to attempting this, but I don't think the State of California has made us a political football."

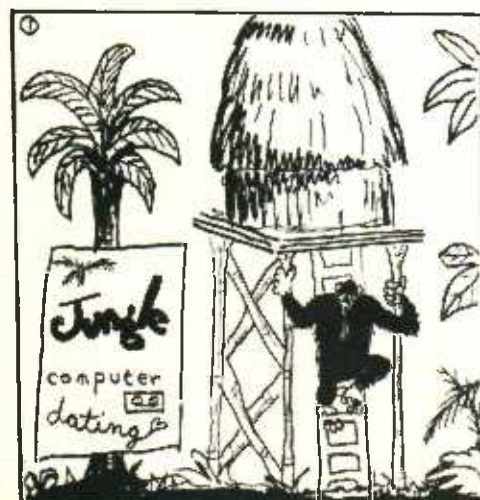
\*Q. "What I'm trying to say is, isn't all this interrelated to politics, and how can we not help but become politically involved when we're economically and socially involved also. I guess it gets back to the different interpretations of the college's role."

\*A. "Obviously what we're talking about is very, very, complex human and social problem. When you're dealing with such problems you can't draw sharp hard and fast lines."

\*Q. "You're a historian by academic nature — what does history tell you about the eight years you've been chancellor, and what do you see in the future of the California State Colleges?"

\*A. "The state colleges in the last decade have achieved a tremendous amount, and they are still moving up. I don't think any of the problems we have faced or society is facing today are new problems. I think humanity has faced them in various aspects many times in the past, and we've usually worked our way out of them."

It seems to me that the educational system in California is still one of the greatest in the nation, in spite of the problems we've had in the past, and I think it has a tremendous future. I'm very optimistic."







**INTRAMURAL BASKETBALL** gains increasing popularity as action on court surpasses action on campus.

## CSCSB professor develops motor

Start with one chemistry professor. Add one slightly retired technician. Throw in \$14 of assorted parts, shake well, and you get a laboratory stirring motor.

This "recipe" from CSCSB's Chemistry Department stimulated the Cal State, Los Angeles Chemistry Department to acquire identical motors and prompted an article in the "Journal of Chemical Education."

The chain of events resulted from a collaboration between Dr. Peter Sprague, assistant professor of chemistry at CSCSB, and Stanley Ziegler, a campus equipment technician.

Their original idea was to save money by producing an inexpensive stirring motor for Dr. Sprague's organic chemistry classes. Each motor costs \$14 for parts and takes five hours of shop time to produce.

The most expensive commercially-produced stirrer currently retails for \$30.

To date, Ziegler has built 14 of the devices in Cal State's Natural Sciences shop. It consists of a replaceable, rubber tubing drive wheel and six aluminum parts. The motor attains speeds of 150 to 300 revolutions per minute and operates silently.

It is also sparkless — a necessary feature for organic chemistry classes.

Today, the Sprague-Ziegler team is working on a rotary unit to drive a flask which will be used with the motor. "We should have that ready by early January," Ziegler says. Ziegler, who "retired twice," came to Cal State in 1968.

# Cal State has basketball team

By ERIC COHEN

Believe it or not, Cal State has a basketball team. In fact, the team has been around for three years. CSCSB Intramural Coordinator Ed Phipps informed the *Pawprint* that Cal State basketball teams have been quite active in the San Bernardino Intercity League.

"Various groups and organizations sponsor these teams. For example, the Campus Crusade for Christ has a team in our league. For the past two years, Cal State has been sponsored by Skinner's Restaurant."

Phipps pointed out that most of the players in the Intercity League have played basketball in college. The average age is 25. The league is organized by the City Recreation Department and requires a \$100 entry fee. The two top teams in the league move on to a regional tournament at the season's conclusion. Various league champs from cities throughout the Southern California area compete.

CSCSB placed second in both the 1968 and 1969 seasons, but lack of money and interest prevented the team from moving on to the regional finals.

Phipps has a rather unique attitude concerning the sports program at Cal State. He would like to see every student participate in sports, and feels that the

intramural program offers an ideal opportunity: "I was pleased with our football program last quarter. The attitude was great. When you take into consideration the conflict of personalities on the field, I think it is amazing that there was no trouble."

For Phipps, attitude is the key to any successful sports program: "Every year I hear the same stuff about all the apathy at school. Apathy isn't the real hassle; the students just aren't informed about the activities. Last year I was quite enthusiastic about our basketball team. We had our own uniforms and ASB support. I put up posters advertising the program. But it was all a big disappointment. The publicity just didn't reach the kids."

Phipps feels that Cal State has the present material to put together an intercollegiate basketball team, "but we would need a good coach and a well-planned program. At present few players would have the time to put in three hours a day."

Although Phipps feels there will be no intercollegiate sports on the Cal State campus in the near future, he does agree with this reporter — the present intercity team could eventually father an era of athletics. As Ed pointed out, "It's all a matter of attitude."

## Birth control is NOW issue

The question of birth control policies has been a minor issue on all State College campuses over the last five years. With the issuance of a recommendation from the chancellor's office that would prevent all student health centers from treating, examining, or prescribing any form of birth control, the question of campus policy has been brought to the immediate attention of student and community groups.

Within the student's environment, there is evidence of two different viewpoints concerning birth control policies. First, there are those who favor health center involvement because of the necessity to deal with all aspects of student health problems. Birth control is a very relevant problem found on all college campuses today. Secondly, there are those who feel because the student health centers are tax-supported agencies they should be open to public comment and administrative suggestions.

A proposal was offered at the dean's meeting in the fall that would put an end to the individual policy that is now found

in student health centers. It met with strong opposition and was turned over to an advisory committee for revision.

A compromise was resubmitted that would prohibit a doctor from using any surgical practices — something that had never been done on a campus, anyway — but would not stop the treatment or information that is given at the health centers on birth control.

The original draft, not the revision, was to be submitted to the president's meeting last week. When the recommendation was distributed on campuses, student groups took action and the president's were well prepared in opposition to the measure. The main trend of opposition is against not only legislation of morality, but also the basic question of prohibiting a doctor from doing what is best for his patient.

When the president's met, the issue was passed over, according to Dean Monroe.

"At the present time the issue is not being submitted to the trustees for consideration," he added.



# Walk around State

## Happenings

Thursday: **STUDENT HOUSING** Committee, 2:30 p.m., L-114.

**\*\***

Friday: **STUDENT AFFAIRS** Committee, 9 a.m., C-113; **ZPG**, 1 p.m., B-224.

**BATTLE OF ALGIERS** will be shown (without charge for admission) in PS-10 at 8 p.m. on Friday. According to critics, "If you want to make a revolution, see this film. If you want to prevent a revolution, see this film."

**\*\***

Sunday: **S.I.M.S.**, 8 p.m., PS-110.

**\*\***

Monday: **LECTURES AND PUBLIC AFFAIRS COMMITTEE**, 11 a.m., C-113.

**\*\***

Tuesday: **HISTORY COUNCIL**, 9 a.m., C-113; **CIRCKE K.**, 10 a.m., C-113; **CHRISTIAN LIFE** Club, 12 noon, C-113; **CHEMISTRY** Club, 12 noon, PS-307; **ASSOCIATION OF PSYCHOLOGY STUDENTS**, 4 p.m., B-329.

**\*\***

Wednesday: **CIRCLE K**, 11 a.m., C-113; **MATH** Club, 2 p.m., B-229; Introductory Lecture to **TRANSCENDENTAL MEDITATION**, 7:30 p.m., PS-10.

## Newsbriefs

**NASA**, an organization for the advancement of the American Indian, will hold an organizational meeting on Wednesday, January 27 in L-151. The time of the meeting has not yet been announced. All interested students are invited.

For further information, students should contact the Activities Office.

Faculty and students at the University of Redlands and CSCSB may now borrow library materials at either institution. Items borrowed will be subject to the rules of each library, and material must be returned by the borrower to the point of origin.

College identification cards must be presented at the Circulation Desk of the lending library. Overdue notices, fines and lost-book charges will be handled directly between the lending library and the borrower. For additional information inquire at the Reference Desk of either library.

**\*\***

Students interested in teaching at the elementary school level under the College Internship Program and will have their degree by June 1971 should contact Wilma Morris in PS-215 by January 27.

**\*\***

The San Bernardino Orioles baseball team will be conducting a tryout at Nunez Park on Saturday, January 23 at 12 p.m. The Orioles will be in their second season with the Southern California Baseball Association, and desire that only persons capable of competing on this level attend the tryout. Before attending, call 887-2086.

**\*\***

Landscaping for the new Library-Classroom Building will be one step closer this week as bids are opened.

The estimated \$100,000 project will include planting of lawn and trees and installation of irrigation system in the 500,000 sq. ft. area between the Library and existing buildings.

The site is presently being prepared and sidewalks and lights installed under an existing contract. The entire project should be completed by summer, according to Executive Dean Thomas.

A proposal to increase state college parking fees 60 percent will not be considered by the Board of Trustees at its January 26-27 meeting.

The proposal was to be considered this month but was not placed on the agenda because of needed further staff consideration.

The trustee's next meeting is scheduled for March 23-24.

**\*\***

Rehearsals began last Friday for the Winter Quarter production of the Drama Dept., "To Clothe the Naked." The play, directed by Ronald Barnes, will feature Teri Wickersham, Nick Pencoff, Karen Fisdick, Bob Forshay, Dan Redfern, Marcia Clarke and Ronald Linares.

Production dates are set for February 19-20, 25-27.

**\*\***

Pending approval of the state district engineer, plans will go out for bid within a week for construction of the traffic signal on Kendall Drive and State College Parkway.

According to the schedule outlined by city officials, bids should be opened the latter part of February and, contingent upon being awarded by the California Highway Commission, construction should begin around the 10th of March.

The work will call for a four-way signal which will rest at red. The first vehicle to approach the intersection will activate the signal to green. A left-turn lane and green arrow will be provided for College traffic on State College Parkway. A "left-turn only" lane will not be provided for Kendall Drive.

**\*\***

Dr. John E. Hafstrom has been appointed acting chairman of the Natural Sciences Division by President Pfau.

**Pawprint Staff Meeting**  
Monday, 3:00 p.m.  
AS Trailer,  
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*From the editor's desk*

## College: More than money

Eighty percent of 174 Cal State students recently questioned by the Counseling Center indicated that they were in school to get a "better" job. But, as jobs become increasingly difficult to find, these as well as other liberal arts students have begun to doubt the reality of this reasoning: They have now discovered that possession of a degree is guarantee for neither a "better" job, nor any job at all.

Why go to college? Why not go to a trade school? If a degree doesn't guarantee employment, what good is it?

According to Dr. Carroll Kennedy, a researcher at the Kansas State University Counseling Center, the "college experience" affects students most during their first two years. Indeed, the value of college is change — personality change, the affect it has upon students: Students gain a wider and more informed view of the world.

They learn how to learn; that is, they learn how to study and how to look at the world so that they will continue to learn after college.

They learn to be responsible; that is, they experience the fact that no one else can make decisions for them. They gain confidence. They learn they can take the consequences and succeed with the judgments they make.

They test their abilities, building the platform of their identity.

They seek out and sort through relationships with people of their generation and of their parents' generation. In this they gain confidence in their ability to maintain their integrity and to commit themselves to others.

They encounter, reject, consider, accept, and modify an enormous variety of values, behavior codes, points-of-view, and religions manifest in the lives of other students and their teachers. Thus, they build upon the foundations of their early life a value system they know "inside-out."

They strive for a balance between living in the present and the future. Their interactions with others include searching for assurance of abilities and possibilities for permanent relationships.

In and out of their classes, they work on understandings and skills by which to keep alive their hope for the world of tomorrow.

They feel an urgency about the college period — its brevity and its density frightens them at times; on the other hand, they want — and feel obligated to themselves — to have fun. They see college as the last free years before burdens of the adult world engulf them. And yet, paradoxically, their idealism will not let them be content to think only of the moment; they feel their present energies must be contributing to a better world. Thus they ask that their courses speak to current concerns.

Indeed, they ask that their society take stands and give leadership in the moral issues of the day.

*Don Lannon*

EDITOR-IN-CHIEF



Volume 6 Number 11

January 28, 1971

### *inside...*

The value of college . . . . .	page 2
Letter . . . . .	page 3
Of jobs and students . . . . .	page 4
Salary scale . . . . .	page 5
Job draught . . . . .	page 6
Jungle Rot . . . . .	page 6
Newsfronts . . . . .	page 7
Walk around State . . . . .	page 8

### *outside...*

JOBS CAN BE FOUND . . . If you look long enough  
and aren't too particular.

### *people...*

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None of the views expressed necessarily represent those of the Associated Students, CSCSB, or the California State College System.

For further information, write: Pawprint, 5500 State College Parkway, San Bernardino, Calif. 92407; 887-6411, Ext. 233.



## Editor:

### Dumke defended

Editor:

I have just finished reading an editorial that appeared in several State College student newspapers advocating the resignation of Chancellor Glenn Dumke.

As President of the Council of California State College Alumni Associations, I cannot speak for all the members of our organization. However, I feel it should be noted that the chancellor has provided leadership for the State Colleges in times of dynamic growth and during an era when higher education has been subjected to undue public criticism for the actions of a minute minority of its faculty and students.

If now is the time to criticize, let us denounce the students who have brought violence to our campus, the politicians who have made higher education a political football for their own self-edification, or even the public who has negatively stereotyped higher education for the actions of a few whom they saw on television.

If any individual of our State is truly concerned about education, let him stand up and demand that our legislature finance educational institutions so as to ensure the availability of quality education to all our citizens.

The challenge for students, faculty, administrators, trustees and all citizens is simple — replace fear with confidence.

On one hand we must restore the confidence of educators that the people of California are committed to quality education. On the other hand we must remove the public's fear by proving that examination of widely divergent views is not a contradiction of American ideals and values.

This is the task that lies before us. It can best be accomplished by all concerned reaffirming the commitment to quality higher education in California.

Dennis J. Murray  
President

...

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INLAND CENTER



Job hunting could very well become a revived sport with the record number of seniors graduating in June. "The employment picture for college graduates is at its worst since the depression," according to Doyle J. Stansel, associate dean of placement and financial aid.

The last couple of years has shown a definite leveling off of the economy. Few people will deny that the country is in a recession decline. Because of this, many companies are incapable of opening their doors to as many graduates as they did last year. The slump is one reason, another is the large number of highly educated and qualified people who are presently out of work because of cutbacks from aerospace and other similar companies.

#### DOORS CLOSED?

Many companies are cancelling their college recruiting programs. In previous years, large companies such as F.W. Woolworth, General Mills, General Motors, and Coca Cola would send recruiters to college campuses to find and interview qualified seniors for various positions within their corporations. This year, many of these companies are cancelling their scheduled visits. For example, placement director G.L. Nelson at the University of Colorado agrees that "It's pretty discouraging... at one point we expected 294 companies to visit; now it looks more like 186." This is the general feeling for most placement people. However, some recruiters feel students and placement officials are showing unnecessary pessimism. Westinghouse recruiter George F. Garvey cannot understand the attitude of concern over placement that is now common to all campuses. Westinghouse will be looking for 400 new graduates this year. Last year they hired 600.

#### JOBS STILL THERE

Jobs are still available, but it is going to take some looking to find them. There is no need for the companies to send out recruiters to campuses. They have

the favored position. Because of the balance between the demand for trained people and the number of qualified people being supplied by the colleges, the companies can be much more selective in their interviewing. A few years ago, things were completely different. There was a shortage in all areas for top people in all fields. The recruiting program offered students a choice of positions. There might have been as many as four or five offers to one student. Now a period of adjustment is found. Companies are having to adjust to the equal supply and demand situation. This leaves no alternative to the student but a lengthy job-hunt. For many, this means settling for something of lesser importance than they had hoped and trained for. The training positions which have always been open to college graduates have diminished greatly. Many companies are hiring salesmen who can still advance, but who are in less prestigious programs than they expected to be in after four or five years of college.

#### TEACHING

In the educational field, there is the same problem. Teachers are also being grad-



Doyle J. Stansel, associate dean of placement and financial aid.

## Recruiter shortage forces grads to revive job hunting

By CHERYLL GREEN  
Assistant Editor

uated to meet the demand. Systems, realizing their responsibility to the number of in-state graduates, are alleviating out-of-state hiring. In 1971-1972 the demand for teachers will be easily met and remain in balance. Interviewing has become much more selective. There is no assurance for the graduate student to be hired over a B.A.

#### MORE SELECTIVE

Companies are now looking for more than a specialist in a certain area. Just

because there is an opening in research, there is no necessity for hiring a chemistry or physics major. Companies are looking for more than brilliant researchers. They now spend much time looking at the individual as a person, not just a good academic record. Will this person be able to relate to the people he works with? Does he have leadership qualities? Can he express himself well? Is his appearance an asset? How will he fit into the corporation as a whole? All of these things are carefully weighed and considered before any hiring takes place.

#### PLACEMENT AID

Placement offices are an important part of a senior's environment. They can

be the first step to finding a good position. Dean Stansel feels that the placement office is changing along with employment needs. Career guidance is needed from the time a student enters college,

not exclusively in the senior year. Keeping in mind that most students have no idea of what field they are going to enter as a career, it is necessary to have available information which deals with all fields and what opportunities there are in each. This would include salary information and other relevant material.

The world of work is being subjected to a great many changes. Because of continual developments in technology, the number of necessary man hours a week will continue to decline. Different kinds of jobs are being created to fit these new developments. This period of adjustment on long-range projection will result in improved working conditions.

With the surplus of men out of work, women are at a definite disadvantage. There is an emotional factor that has not been found in hiring before. An interviewer will favor hiring a man with a family who has had experience over a woman who is equally qualified. All these factors are going to make it very difficult for seniors to find jobs after graduation.

Dean Stansel believes that this adjustment period is only temporary, and it is important to keep in mind that "career choice" is a process, not a point in time.

Supply-Demand Imbalances Are Expected in Many Individual Occupations If Past Study and Work Patterns of College Graduates Continue

Occupation	Estimated 1968 Employment	Projected 1980 Requirements	Percent Change	Supply Estimated To Be
Chemists	130,000	200,000	55.7	Significantly Below Requirements
Counselors	71,000	107,000	49.8	
Dietitians	30,000	42,100	40.3	
Dentists	100,000	130,000	31.7	
Physicians	295,000	450,000	53.1	
Physicists	45,000	75,000	63.9	Slightly Short of Requirements
Engineers	1,100,000	1,500,000	40.2	
Geologists & Geophysicists	30,000	38,000	20.6	
Optometrists	17,000	21,000	23.5	
Architects	34,000	50,000	47.1	In Balance With Requirements
Lawyers	270,000	335,000	22.7	
Pharmacists	121,000	130,000	7.0	Slightly Above Requirements
Mathematicians	70,000	110,000	60.5	Significantly Above Requirements
Life Scientists	165,000	238,000	40.8	
Teachers, elementary and secondary	2,170,000	2,340,000	7.8	



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BACHELOR'S DEGREE																	
Accounting	\$938 \$808 \$873 198				\$425 2	\$795 5	\$807 3	\$845 1	\$723 1	\$833 2	\$640 4		\$919 \$763 \$841 25		\$875 1		\$763 4
Business — General (Inc. Management)	\$700 1		\$775 2	\$780 \$576 \$678 29	\$818 3	\$761 16	\$769 6	\$760 10	\$755 14	\$765 3	\$730 \$550 \$640 43	\$766 3	\$798 18	\$674 1	\$767 3		\$858 \$678 \$768 21
Humanities & Social Sciences	\$834 1		\$700 1	\$853 17	\$825 2	\$758 15	\$847 6	\$763 4	\$700 1		\$625 10		\$805 5	\$666 1	\$725 1		\$725 5
Marketing & Distribution			\$725 3	\$638 3	\$600 1	\$787 3	\$583 2		\$800 1	\$650 2	\$699 \$537 \$618 26	\$764 2	\$744 10		\$700 1		\$771 5
Engineering — Aeronautical		\$836 9	\$895 3		\$880 1		\$870 1	\$870 1		\$975 1		\$700 1	\$927 3				\$855 2
Engineering — Chemical					\$900 1	\$918 26			\$960 1	\$924 6		\$886 11	\$978 \$894 \$936 26		\$925 1		\$950 1
Engineering — Civil		\$709 1	\$848 5		\$919 \$775 \$847 43	\$908 4	\$875 1	\$725 1				\$848 3	\$900 13	\$826 12			\$898 \$790 \$844 52
Engineering — Electrical		\$883 13	\$888 2	\$801 2	\$868 14	\$875 3	\$853 13	\$942 \$838 \$890 24	\$815 3	\$941 5	\$875 1	\$885 21	\$885 18	\$815 5	\$850 2		\$916 \$828 \$872 108
Engineering — Industrial			\$860 1	\$842 2	\$900 1	\$896 9	\$725 1	\$843 5		\$916 4		\$846 8	\$925 1	\$915 4	\$813 2		\$869 12
Engineering — Mechanical		\$874 9	\$853 6	\$804 2	\$925 \$795 \$860 22	\$904 17	\$865 11	\$884 7	\$899 5	\$915 7	\$875 1	\$869 25	\$964 \$866 \$915 42	\$854 8	\$900 1		\$906 \$844 \$875 33
Engineering — Metallurgical (Inc. Met. & Ceramic Engrs.)			\$845 1			\$915 1	\$865 2					\$873 12	\$897 3				\$875 1
Agriculture and Related Sciences				\$490 1	\$792 2	\$452 8			\$471 6	\$588 1	\$475 10		\$825 2	\$650 1	\$750 1		
Chemistry, Mathematics, & Physics		\$903 1	\$800 1			\$850 4	\$842 2	\$774 3			\$622 3		\$870 1	\$739 3	\$820 1		\$817 9
MASTER'S DEGREE																	
MBA — After Non-Technical Undergraduate Degree	\$1,135 \$905 \$1,020 99		\$1,016 6	\$1,234 \$838 \$1,036 39	\$1,158 4	\$1,047 21	\$907 9	\$1,050 8	\$1,047 4	\$1,026 7	\$938 11		\$1,018 9	\$880 1	\$1,000 1		\$1,073 \$763 \$918 20
MBA — After Technical Undergraduate Degree	\$1,039 11	\$1,109 1	\$1,135 1	\$1,080 7		\$1,090 7	\$1,021 5	\$1,088 8	\$1,100 2	\$1,109 8		\$872 1	\$1,130 5	\$1,100 3			\$1,043 8

Diagram to the left indicates arrangement of data in blocks.

Highs and lows shown represent the limits within the 80 per cent range of offers as measured by standard deviation (i.e., the average plus and minus 1.28 standard deviations. (Not calculated for less than 20 offers.)

Averages shown are derived from total offers reported (not limited to the middle 80 per cent.)

Blank blocks occur where no offers have been reported.

High  
Low  
Average  
No. of Offers

The above chart is representative of the first Salary Survey report of the 1971 season. The College Placement Council reported that "the fewest offers in the history of the council have been recorded at the bachelor's degree level."

Offers are down as much as 46% from last January's survey and 56% from January 1969. The current totals are even smaller than the 1,409 offers reported by the same 61 colleges in January 1961.



# Job draught faces graduates

By RICHARD BLYSTONE  
AP Writer

College seniors looking for jobs this spring will have to be a lot more energetic and a lot less fussy than the class of 1970 — and even so, some will be unemployed for some time after graduation, placement experts say.

Hardest hit will be specialists in science and engineering fields because of cutbacks in the aerospace industry and a shortage of federal funds for research. But almost all others will be affected as well, largely because of the state of the economy.

"The bargaining position of the graduating student has changed dramatically in

## Students must approach job hunt realistically

the past year," said Jack Shingleton, placement director at Michigan State. "He will have to approach the job hunt more realistically and more vigorously than he has in recent years.

"In the past, where he may have been able to select from five to seven job offers, this year the selection may be reduced to one — and for good students maybe more than that. He will have to compromise."

After surveying 916 major employers, the College Placement Council reported that employers are making 21 per cent fewer campus recruiting visits this year than last and are planning to hire 23 per cent fewer college graduates.

The council, a nonprofit organization in

Bethlehem, Pa., said business majors were expected to be least affected, with openings down 18 per cent. The sharpest drop was in science, mathematics and other technical categories — 31 per cent below last year.

Accounting and merchandising firms planned the smallest decrease in campus visits, down 2.5 per cent and 8.6 per cent. Government, the biggest employer of new graduates, predicted a 16 per cent dip; banking, finance and insurance firms anticipated a 26 per cent decline in visits.

The student employment market peaked in 1969, declined last spring and plummeted thereafter.

Howard Lumsden, placement director at the University of Tennessee, reported on the figures for 1970: "We had a 21.8

## Business majors are the least affected

per cent decrease in employer visits to the campus and we had a 13.2 per cent decrease in the number of interviews conducted."

Already this year about 65 of an original 250 firms have canceled campus interviewing sessions at Tennessee, Lumsden said: "So far, so bad."

"Getting ready for the spring recruiting season in 1969 we had 408 organizations coming in here," said John Munschauer, director of Cornell Univer-

sity's Career Center. "We had 401 last year, and this year it's about 300 as of right now — and if the trend continues it'll shrink."

"Last spring we could see the trend setting in, however it wasn't so great that it created any great difficulties for last year's graduating class," said Shingleton. "But now it's compounded itself."

Reviewing the job market in a memo to Michigan State faculty and staff, Shingleton reported:

—Salaries for all disciplines and degree levels will hold firm, with teachers' pay increasing slightly and some industries like petroleum cutting back slightly for Ph.D.s.

—Despite women's lib, the job and salary picture for women will not improve substantially.

—Demand for male black graduates — excellent in recent years — has "fallen off somewhat, although most male black college graduates will be able to find employment upon graduation" if they widen

## Demand for Blacks has fallen off

their horizons and use all the resources at their disposal.

—For teachers, there is a surplus in some parts of the country but there will be jobs available in others. Best off are new teachers of math, elementary education, industrial arts, music, physical sciences and special education. In surplus are social studies, English, men's physical education and foreign languages.

—"There will be very limited opportunities for summer employment for students this coming summer and many of them will not be able to get work."

Unemployment is a specter for graduates, too, according to both Shingleton and Lumsden.

"There is going to be a considerable group that won't have a job by June unless there's a dramatic reversal in the situation," Lumsden said. "We've still got December graduates who haven't got jobs."

The most likely student to be unemployed, said Lumsden, is one with marginal grades in an "exotic subject area like personnel management or psychology" who has not planned for his career.

To cope with the job drought, placement officers are advising students to be flexible in both choice of employer and job location.



# AS Senator deplores 'cliquism'

By VALERY LINN  
Contributing Editor

The Student Senate met last week and discussed a wide range of proposals.

First on the Senate's agenda was a plea from Harvey Friedman, a student who put together a drama project for students last quarter. The performance was given before a Friday night movie on campus.

Friedman's complaint was that he has not yet been reimbursed the \$16.11 that he expended from his own personal funds.

Don Dibble, senator-at-large, said, "Friedman asked to be reimbursed through

the Players of the Pear Garden's funds, but the Players turned him down."

"A few people get their hands on the money and won't let anybody else in; that's 'cliquism' and I deplore it. I feel we should move forward to break that clique," Dibble stated, in reference to the Players of the Pear Garden.

Senate member George Danchuk replied that "before we start going around taking funds away from groups, we should find out if the people putting on these projects have cleared it first with the people from whom the funds are coming. We're setting a precedent by what we're doing today."

Dibble noted, "The Players of the Pear Garden, like Pawprint, could operate at a much lower financial level." He then added, "These people are supposed to be creative; they can think of ways."

The question of where the funds for such projects should come was discussed. It was suggested that a catch-all fund in the Innovative Education budget be set up for all independent projects such as Friedman's.

Although Senator Dibble abstained, the Senate concluded that "prior arrangements should be made, involving money for projects for and by the student body."

ASB President Skip Rush then proposed that the Senate help institute a Dave Randolph Memorial Scholarship.

Dave Randolph, a student at State since 1965, died last year. Randolph, a black, was the student advisor for the EOP office and was active on campus in many areas. One Senator observed, "He contributed to the harmony of all people, bringing all people together; people of all races, people of various backgrounds."

Rush pointed out that "the Educational Opportunity Program was cut \$3.5 million last year when, at the same time, they estimated that they needed over that amount added if the program was to continue to run."

JoAnn Cordova added, "The program was set up to fail in the first place!"

The scholarship would provide \$100 to a different student each quarter. Rush suggested that "the scholarship be given to the student who has done the most for the EOP," adding that "nominations could be submitted by the EOP office, BSU, MECHA, and NASA; then the EOP Advisory Council, which is made up of four students, four faculty members and one administrator, could select the student."

Senator Dibble replied, "I don't like the idea of giving the money to a faculty-student committee. It's not the faculty's

money. So why the hell let them spend it?"

Approval of the "Intent in principle of the program" was given to President Rush.

In the area of new business, approval of Judicial Board appointees was made. Gene Wilson and Richard Swanker were both approved. The Senate then recommended Martin Valdez to fulfill the third position.

Problems remained unresolved concerning the Publications Board situation. There is now a question over the legality of Chairman Ralph Lowery's position on the Board.

Lowery was appointed by last year's Senate to complete another member's term. That term would have been up at the beginning of this school term, but Lowery maintains that he was appointed for a two year duration, like all other members of the Publications Board. The question now at hand is whether or not the Senate had the constitutional power to make such an appointment. Decision on this matter was postponed and the Senate moved along to "an important matter."

Discussion began on plans for a "retreat in April for ASB officers to interact with old ASB officers." Marty McClelland, AS Senate chairman, reminded Senators who were impatient to leave the meeting to "pay attention; this is going to take funds."

## Profs promoted

Twelve faculty members at CSCSB will be promoted to higher rank with the beginning of the next academic year, President John M. Pfau announced today.

Advanced to full professorships are the dean of students, Dr. Kenton Monroe, Redlands, who also holds an academic appointment in the psychology department; and Dr. Richard Saylor, San Bernardino, coordinator of the music department.

Promoted to associate professor will be:

From San Bernardino: Dr. David P. Flint, political science; Roger P. Lintault, art; Dr. William L. Slout, drama; and Dr. Peter W. Sprague, chemistry.

From Rialto: Dr. Elliott R. Barkan and Dr. Robert A. Blackey, history; and Dr. Harvey Wichman, psychology.

From Ontario: Dr. Paul J. Johnson, philosophy; and Dr. Ronald L. Taylor, biology.

John Tibbals, also from Redlands, was promoted to Librarian III.

## CSCSB hosts English forum

An intensive, two-day institute in bilingual communication skills will bring 20 selected educators from throughout Southern California to CSCSB January 30-31.

The workshop is specifically concerned with the problems of teaching English to Chicanos and Spanish to native speakers, explained Dr. Sergio Elizondo, the coordinator.

With the steady increase in ill-prepared Chicano college students, the present bilingual skills program in higher education must be refined and made more effective, he said. Programs yet to be instituted should have the assistance of guidelines to eliminate waste of time in designing programs and student frustration and attrition.

In the teaching of languages to Chicanos, there are peculiar problems facing both the student and the instructor, explained Dr. Elizondo. The institute participants are meeting to share their considerable experience in this field. In addition to pooling classroom experiences, teaching techniques and materials, they will compile a tentative bibliography to be made available to any college initiating a communication skills program.

The institute is unique in its single purpose of identifying and discussing the problems encountered by the present bilingual skills programs for Chicanos in universities, colleges and community colleges, said Dr. Elizondo, associate professor of Spanish at CSCSB.

San Fernando Valley State College is assisting CSCSB in hosting the institute. Participants are from the two host schools, San Diego State, Long Beach State, Cal State Fullerton, Los Angeles Valley College, San Bernardino Valley College, University of San Diego, Pitzer College and Chaffey College.



# Walk around State

## Happenings

Thursday: **LECTURES AND PUBLIC AFFAIRS** Committee, 4 p.m., L-114.

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Friday: **STUDENT AFFAIRS** Committee, 9 a.m., C-113.

**RASIN IN THE SUN** will be shown at 8 p.m., in PS-10. Sponsored by the Association of Psychology Students, admission will be charged: \$.50 for psychmajors, \$.75 general (12 and under, free).

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Monday: **LECTURES AND PUBLIC AFFAIRS** Committee, 11 a.m., C-113; **SPANISH CLUB**, 12 noon, C-113; **S.I.M.S.**, 8 p.m., PS-110

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Tuesday: **CIRCLE K**, 10 a.m., C-113; **BSU**, 11 a.m., L-147; **CHRISTIAN LIFE**, 12 noon, C-113; **HISTORY COUNCIL**, 12 noon, L-151; **ASSOCIATION OF PSYCHOLOGY STUDENTS**, 4 p.m., B-329; **S.I.M.S.**, 8 p.m., PS-110.

On Tuesday, February 2, in PS-10 at 2 p.m. the Lectures and Public Affairs Committee will present a panel discussion, "Rights of Prisoners". The panel will be moderated by Professor David Flint. Members of the panel will include Don Dibble, Professor Levege, and an employee of a state correctional institution.

Issues such as "cruel and

unusual punishment" and "communication with the outside world" will be discussed in light of recent court decisions.

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Wednesday: **CIRCLE K**, 11 a.m., C-113; **S.I.M.S.**, 8 p.m., PS-110.

## Newsbriefs

Sculpture and ceramics classes moved to new, specially built quarters at the beginning of the Winter Quarter. The new art facility, constructed by college tradesmen, is located at the rear of the Cafeteria Building. It provides greater, more complete areas for sculpture and ceramics classes, whose former quarters have been abandoned.

Painting studios will remain in B-8 until additional facilities are constructed.

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Bakersfield City School District has asked for help in locating minority students who might be interested in making application for their Intern Teacher Program, which is held in Bakersfield under the direction of the California Lutheran College and partially funded by EPDA. For further information please contact Gladys Hubbard, Placement Advisor, Placement Office, Library Building, Room L-120

Rehearsals are underway for the winter quarter production of "To Clothe the Naked," to be presented at Cal State February 19-20 and 25-27.

Dr. Ronald E. Barnes, professor of drama, will direct a cast of seven in the tragic-comedy by the Nobel prize-winning Italian playwright, Luigi Pirandello.

Appearing in the lead role of Ersilia Drel will be Teri Wickersham, a junior drama major.

The play tells of a young woman befriended by an aging novelist and of her attempt to create a new life for

herself. Dr. Barnes revealed. The woman's former friends and her landlady, however, will not allow her to escape from the past.

Tickets for the production will be available at the door or may be reserved in advance through the drama-music office. Curtain time is 8:15 p.m. in the Little Theatre.

### CAMPUS REP. NEEDED

Write to: Jack Green International Tent Retreats 350 East 84th Street, New York, New York 10028.

**FRENCH** - speaking family in Bruxelles wants family-alide, to care for children, do household chores. Contact: Gall Schermerhorn 875-3079.

**Pawprint Staff Meeting**  
Monday, 3:00 p.m.  
AS Trailer,  
behind L-Building

### EUROPE CHARTERS

Several schedules available. Coordinator:  
**Professor Margaret Paal**  
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Long Beach 90803  
213-438-2179

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